PPGES Student Growth/PGP Goal/Plan Conference

Sample Agenda and Framework for Analysis of Goals and Plan	Sample Follow-up Questions
1. Overview of the needs assessment • Principal shares results of the school needs assessment, what was learned from teacher SGG/PGP conferences and other data that was used to create focus for the goal.	• *What did you learn from the needs assessment? What are your school's strengths? What are the areas of growth?* • *What did you learn from your teachers as they shared their SGGs? How did that impact your choice of a goal?* • *What did you determine as your focus for your goals?* • *How do you think this goal focus is going to be beneficial for your students?*
2. Student Growth Goal/Plan • Principal shares the goals/plan • Superintendent analyzes goals/plan considering: Does the student growth goal: • Align with the identified needs from the data? Does the student growth plan: • Align with the goal? • Address all aspects of the goal? • Identify how the student learning will be accomplished? • Involve the assistant principals? • Identify relevant and focused activities? • Identify appropriate materials/resources? • Reflect manageable timelines? • Will the principal achieve the goal through the identified plan? • Supervisor provides feedback through sharing evidence, asking questions and providing specific feedback. **3.** Superintendent and principal collaborate together to refine the goal/plan.	*Goal:* • *How did you decide on which Trajectory goal to choose?* • *Why did you choose the particular gap population to focus on?* • *Will your goals focus around the same Trajectory goal? Why or why not?* • *Why do you think this goal will cause an increase in student performance?* • *What evidence will you gather to determine your progress toward meeting your goal?* *Plan:* • *What leadership strategies are you going to use to accomplish the plan?* • *Why do you think the activities you chose will produce results?* • *How will you use the identified resources/ materials?* • *Identify any barriers that you might need to plan for as you implement your plan?*

4. **PGP Goal/Plan**	*Goal:*
• Principal shares the goal/plan • Superintendent analyzes goal/plan considering: Does the professional growth goal: • Align with the identified needs from the data? Does the professional growth plan: • Align with the goal? • Address all aspects of the goal? • Identify how the teacher learning will be accomplished? • Identify relevant and focused activities? • Identify appropriate materials/resources? • Reflect manageable timelines? Will the principal achieve the goal through the identified plan? Will you know if the principal achieved the goal using the identified evidence at the end of the year? • Superintendent provides feedback through sharing evidence, asking questions and providing specific feedback. • Superintendent and principal collaborate together to refine the goal/plan.	• *Does your PGP support your student growth goal? Why or why not? (it is ok if it is different but it would be good to know why.)* • *Why do you think this goal will cause a change in teaching practice?* • *Now that you have realized ____, what will you do about it?* • *Describe how your goal will provide a "stretch" for you?* • *How will this impact what you do in the future?* • *What do you expect to be different in your classroom after you meet your goal?* • *What evidence will you gather to determine your progress toward meeting your goal?* *Plan:* • *Why do you think the activities you chose will produce results?* • *Predict how your practices will change.* • *How will you use the identified resources/ materials?* • *How will you collaborate with others? How will you share your learning?*
5. **Identify supports needed**	• *Describe the types of assistance you will need to meet these goals?* • *How will our conversation influence the completion of your professional growth plan?*

Things to consider as you meet with principals:

- *What patterns are you seeing across the school in the identified goals/plans?*
- *How can you group principals to support each other in this process?*
- *What implications do the identified goals and plans have for the district as a whole?*
- *How can you best utilize your resources to support principals? Support teachers? Support students?*
- *What implications does the principal's goals' progress have on your own PGP and SGG?*